

WORKPLACE DRUG TESTING

Walter F. Vogl, Ph.D.
Chemist

Division of Workplace Programs
Center for Substance Abuse Prevention
Substance Abuse and Mental Health Services Administration
Department of Health and Human Services

A Comprehensive Workplace Substance Abuse Prevention Program



Workplace Drug Testing

Drug testing can be an essential component of a prevention program because of:

- ▶ Deterrence
- ▶ Detection



Detection and Deterrence

- ▶ Random
- ▶ Pre-Employment
- ▶ Reasonable Suspicion/Cause
- ▶ Post-Accident
- ▶ Return-to-Duty
- ▶ Follow-Up



Specimens Collected and Tested

- ▶ Urine
- ▶ Hair
- ▶ Oral Fluid (Saliva)
- ▶ Sweat



On-Site Testing

- ▶ On-Site Testing
 - ⚡ Urine
 - ⚡ Oral Fluid
- ▶ Currently, the only specimen collected and tested in Federally-regulated programs is urine, but other possibilities are being assessed.



Drug Testing Program Must Be

- ▶ Scientifically Accurate and Precise
- ▶ Forensically Supportable



Factors Required for Reliable Workplace Drug Testing

- ▶ Any type of specimen collected
- ▶ On-site testing



Factors Discussed

- ▶ Collection/Collection Site
- ▶ Specimen
- ▶ Laboratory Testing
- ▶ Medical Review Officer
- ▶ Laboratory Certification Program



Collection/Collection Site

- ▶ Secure Site
- ▶ Trained Collector
- ▶ Positive Donor Identification
- ▶ Standard Custody and Control Form
- ▶ Chain-of-Custody Procedure



Collection Containers

- ▶ Appropriate Collection Containers
- ▶ Donor Observes Collector Sealing Collection Container
- ▶ Collector Immediately Prepares Specimen for Transfer to Laboratory



Specimen

- ▶ Amount Sufficient for Multiple Testing
- ▶ Potential to Split Specimen
- ▶ Stability and Storage Evaluated
- ▶ Integrity of Specimen Can Be Evaluated



Laboratory Testing

- ▶ **Secure Facilities**
- ▶ **Trained Personnel**
- ▶ **Chain of Custody From Receipt Until Disposal**



Laboratory Testing

- ▶ **Secure Facilities**
- ▶ **Trained Personnel**
- ▶ **Chain of Custody From Receipt Until Disposal**
- ▶ **Two-Test System**
 - ⌚ **Initial Test**
 - ⌚ **Confirmatory Test**



Laboratory Testing

- ▶ **Secure Facilities**
- ▶ **Trained Personnel**
- ▶ **Chain of Custody From Receipt Until Disposal**
- ▶ **Two-Test System**
 - ⚡ **Initial Test**
 - ⚡ **Confirmatory Test**
- ▶ **Analytical Tests Are Properly Validated**
- ▶ **Quality Control and Quality Assurance Program**
- ▶ **Certifying Scientist Review Before Reporting Results**



Medical Review Officer

- ▶ Licensed Physician
- ▶ Knowledge of Substance Abuse Disorders
- ▶ Training to Interpret and Evaluate Test Results Together with Medical History and Other Relevant Biomedical Information
- ▶ Makes Determination/Reports Result to Employer



Laboratory Certification Program

- ▶ Inspection Program
- ▶ Performance Testing Samples



Future Activities

- ▶ Guidelines for Alternative Specimens and On-Site Testing
 - ⚡ Certification Programs
 - ⚡ Training Inspectors

